



UNITED ACADEMICS PROPOSAL

ARTICLE 35 HEALTH and SAFETY

Preamble. The University of Oregon is noted for its strong tradition of collegiality and support for all members of the institution. Hostile, intimidating or abusive behavior damages the strong sense of community so valued at UO. We should all work to ensure that each member of our community benefits from a respectful and inclusive working and learning environment. Regardless of the provocation or reason, it is never appropriate or acceptable to vent frustrations or conduct workplace business by yelling, using profanity or acting in a demeaning or verbally abusive way. We expect that everyone will make a conscious effort to model the behavior necessary to create an inclusive and respectful climate for all.

Section 1. Bargaining unit faculty members have the right to work in a safe, healthy, respectful, and dignified workplace that meets the safety and health requirements of the Oregon Safe Employment Act. Bargaining unit faculty members shall not be required to work under conditions that violate applicable safety or health laws.

- (a) A bargaining unit faculty member may report a condition that he or she believes does not comply with applicable safety or health laws. The University Administration will assess the report.
- (b) Upon conclusion of the assessment, the University Administration shall inform the bargaining unit member (in writing if the report was made in writing) of the conclusion and what, if any, action is being taken.

Section 2. Bargaining unit faculty members will attend all required training on workplace health and safety offered by the University. All faculty will be properly instructed and supervised in the safe operation of any machinery, tools, equipment, or process which they are authorized to use or apply during the course of their employment. This training will be provided at the faculty member's regular rate of pay.

Section 3. When OR-OSHA inspects or plans to inspect university facilities where faculty work, the Union shall be notified as soon as possible. A Union official or designee shall be allowed to accompany the inspector.

Section 4. The Union will have proportional representation on the Safety Advisory Committee.

Section 5. The University Administration and the Union agree to develop a written comprehensive workplace violence prevention program that is consistent with OSHA guidelines through the Safety Advisory Committee.

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2 At a minimum, the written workplace violence prevention program shall establish a clear policy
3 regarding workplace violence, verbal, and nonverbal threats and related actions. All bargaining
4 unit faculty shall be informed of the policy. No bargaining unit faculty member will be subject to
5 discrimination, discipline, or termination for reporting that he or she has experienced workplace
6 violence or the threat of workplace violence.

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8 The program shall outline how to promptly report incidents and suggest ways to reduce or
9 eliminate risks, require records of incidents to assess risk and measure progress, and outline a
10 comprehensive plan for maintaining security in the workplace.